

1 SAMUEL BERNARD JOHNSON III
2 4420 Abruzzi Circle
3 Stockton, California 95206
4 (209) 982-5904 - Telephone
5 blakviii@aol.com - Email

6 Plaintiff - *In Pro Se*

7
8
9 UNITED STATES DISTRICT COURT
10 NORTHERN DISTRICT OF CALIFORNIA
11 SAN FRANCISCO DIVISION

12 SAMUEL BERNARD JOHNSON III,

13 Plaintiff,

14 vs.

15 CHEVRON CORPORATION, a Delaware
16 corporation, CHEVRON
17 ENVIRONMENTAL MANAGEMENT
18 COMPANY, a California corporation, and
19 DOES 1-10,

20 Defendants

Case No.: C 07-05756 SI (JCS)

**DECLARATION OF SAMUEL
BERNARD JOHNSON III IN SUPPORT
OF PLAINTIFF'S MEMORANDUM OF
POINTS AND AUTHORITIES IN SUPPORT
OF PLAINTIFF'S MOTION TO COMPEL
DISCOVERY FROM DEFENDANTS
CHEVRON CORPORATION, CHEVRON
ENVIRONMENTAL MANAGEMENT
COMPANY, THEIR ATTORNEY OF
RECORD AND REQUEST FOR
SANCTIONS**

21
22
23
24
25
26
27
28
DECLARATION OF SAMUEL BERNARD JOHNSON III ISO PLAINTIFF'S MEMORANDUM OF
POINTS AND AUTHORITIES ISO MOTION TO COMPEL AND REQUEST FOR SANCTIONS,
CASE NO. C 07-05756 SI (JCS)

1 I, Samuel Bernard Johnson III, (hereinafter referred as "Plaintiff Johnson") am the
2 Plaintiff in the within action declare the following:

3 1. On June 23, 2008, by way of email to Delia A. Isvoranu, Esq. of Filice Brown
4 Eassa & McLeod LLP (hereinafter referred to as "Counsel for Chevron) Plaintiff Johnson began
5 to discuss issues pertaining to Plaintiff Johnson's Request for Production of Documents, Set One
6 served on Defendants Chevron Corporation and Chevron Environmental Management Company,
7 (hereinafter referred to as the "Chevron Defendants"). See Exhibit A, emails exchanges between
8 Plaintiff Johnson and Counsel for Chevron.

9 2. On June 23, 2008, Plaintiff Johnson and Counsel for Chevron discussed via email
10 the Chevron Defendants objections raised on the grounds of confidentiality and privacy. *Id* at
11 Exhibit A.

12 3. On June 23, 2008, Plaintiff Johnson and Counsel for Chevron set a telephonic
13 meet and confer date for Thursday, July 26, 2008, to discuss pending discovery issues in this
14 action, which included, but not limited to the Chevron Defendants responses to Plaintiff's
15 Request for Production of Documents, Set One. *Id* at Exhibit A.

16 4. On June 26, 2008, Plaintiff Johnson and Counsel for Chevron telephonic
17 conducted a meet and confer to discuss discovery issues pertaining to the Chevron Defendants
18 responses to Plaintiff Johnson's Request for Production of Documents, Set One. That during this
19 telephonic meet and confer Plaintiff Johnson asked Counsel for Chevron to withdraw her
20 objections and produce the discovery or he would refer the discovery dispute to the Honorable
21 Magistrate Judge Joseph C. Spero.

22 5. On June 26, 2008, during the telephonic meet and confer Counsel for Chevron
23 informed Plaintiff Johnson that there were numerous legal authorities that supported her position
24 to withheld the discovery based on an employee's confidentiality and privacy.

25 6. On June 26, 2008, Counsel for Chevron stated that she would provide Plaintiff
26 Johnson with her legal authorities to support her position to withhold the disputed discovery
27 within the next day or so, but no later then July 3, 2008.

1 7. On June 28, 2008, Plaintiff Johnson sent an email to Counsel for Chevron
2 wherein he raised issues regarding the Chevron Defendants privilege log as well as reminded
3 Counsel for Chevron that the parties are already engage in a discovery dispute. *See* Exhibit B,
4 email from Plaintiff Johnson to Counsel for Chevron.

5 8. On June 28, 2008, Plaintiff Johnson provided the parties until July 4, 2008, to
6 resolve the current discovery dispute as well as requested that certain documents on the privilege
7 log be produced to him immediately. *Id.*

8 9. On June 30, 2008, Plaintiff Johnson sent a letter to Counsel for Chevron with a
9 copy to Robert D. Eassa, Esq. outlining the issues of the current discovery dispute involving
10 amongst other withheld discovery pertaining to Plaintiff Johnson's Request for Production of
11 Documents, Set One served on the Chevron Defendants. *See* Exhibit C, June 30, 2008, letter
12 from Plaintiff Johnson to Counsel for Chevron.

13 10. On July 3, 2008, Plaintiff Johnson received by way of email Counsel for
14 Chevron's letter as referenced in response to Plaintiff Johnson's June 30, 2008, letter. Counsel
15 for Chevron's letter stated the Chevron Defendants position as to why they were entitled to
16 withhold discovery in this action.

17 11. On July 3, 2008, Plaintiff Johnson responded by way of an email to Counsel for
18 Chevron's July 3, 2008, letter and informed Counsel for Chevron that he was referring the
19 discovery dispute to the Honorable Magistrate Joseph C. Spero as Counsel for Chevron did not
20 cite an legal authorities as to why the Chevron Defendants were entitled to withhold discovery in
21 this action. *See* Exhibit D, July 3, 2008, email to Counsel for Chevron.

22 12. On July 10, 2008, Plaintiff Johnson filed a letter brief with the Court regarding the
23 discovery dispute pertaining to the Chevron Defendants Responses to Plaintiff's Request for
24 Production of Documents, Set One.

25 13. On July 15, 2008, Counsel for Chevron filed its opposition to such.

26 14. On July 15, 2008, Plaintiff Johnson filed a reply to Counsel for Chevron's
27 opposition.
28

1 15. On July 16, 2008, Counsel for Chevron filed a reply to Plaintiff Johnson's reply
2 opposition.

3 16. On July 29, 2008, the Honorable Magistrate Joseph C. Spero issued an Order
4 regarding Plaintiff Johnson's letter briefs regarding the discovery dispute.

5 17. On July 31, 2008, Plaintiff Johnson sent a letter to Counsel for Chevron objecting
6 to the Chevron Defendant responses to Plaintiff's Request for Admissions, Set One and that
7 Counsel for Chevron had waived any objections and asserted privileges as the Chevron
8 Defendants had responded to the Request for Admission after the due date which was on July 25,
9 2008. The Chevron Defendants provided their responses to Plaintiff's Request for Admissions
10 on July 28, 2008. *See* Exhibit E, July 31, 2008, letter from Plaintiff Johnson to Counsel for
11 Chevron.

12 18. On July 31, 2008, Plaintiff Johnson provided Counsel for Chevron with a list of
13 employee names that he wanted to take depositions of. *Id* at Exhibit E.

14 19. On July 31, 2008, Plaintiff Johnson provided Counsel for Chevron with a list of
15 topics for 36(b) depositions. *Id* at Exhibit E

16 20. On July 31, 2008, Plaintiff Johnson informed Counsel for Chevron that he would be
17 filing a full brief to compel the Chevron Defendants ad Counsel for Chevron to produce withheld
18 discovery. Plaintiff Johnson also informed Counsel for Chevron that such a brief would be filed
19 by Monday, August 4, 2008. *Id* at Exhibit E.

20 21. Attached here to as Exhibit F, is a true and correct copy of documents that were taken
21 from the Chevron Defendants document production. These documents are Bates stamped as
22 CVX 012834 – CVX 012838.

23 22. Attached here to as Exhibit G, is a true and correct copy of documents that were
24 taken from the Chevron Defendants document production. These documents are Bates stamped
25 as CVX 010993.

26 23. Attached here to as Exhibit H, is a true and correct copy of documents that were
27 taken from the Chevron Defendants document production. These documents are Bates stamped
28 as CVX 002369 – CVX 002392.

1 I declare under penalty of perjury under the laws of the United States that the foregoing
2 statements are true and correct.

3
4 Dated this 4th day of August 2008

/s/

5
6 SAMUEL BERNARD JOHNSON III
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

EXHIBIT A

Subject: Re: 3:07-cv-05756-SI Johnson v. Chevron Corporation

Date: 6/23/2008 8:48:51 P.M. Pacific Daylight Time

From: BlakVIII

To: disvoranu@filicebrown.com

Delia,

Let's do Thursday about 7:30 p.m. I also noticed in Defendant CEMC's Responses to my RFP's the numbering is off. Please see Pages 8, 14, 16, 17, 18, 19, 21, 22, 23, and 24. Please correct these typos when you supplement your responses. I also noticed that you have raised privacy and Rule 408 objections to the employees personnel files, other employee documents that I have requested. You further state that these documents are not relevant. I refer you to the Complaint wherein I state that I complained about others being subjected to discriminatory employment practices and by doing such I was subjected to discrimination. For those reasons, these documents are relevant and should be produced. Should you continue to assert a privacy privilege and a Rule 408 privilege, then I will have to issue Federal subpoenas for those records, especially any records that have to do with Ms. Solger. Please further note that these documents should be produced without further delay.

On a final note, there is a protective order in place and any records that deal with psychiatric matters can be stamped appropriately as I did raise concerns doing my employment with Chevron that I thought something was wrong with Ms. Solger in addition to her subjecting others and myself to discrimination. Take care for now. Samuel.

In a message dated 6/23/2008 7:35:30 P.M. Pacific Daylight Time, disvoranu@filicebrown.com writes:

Samuel, I am available after 6 only on Thursday. Will that work?? How about 7:30-the usual, on Thursday?

Delia

-----Original Message-----

From: BlakVIII@aol.com <BlakVIII@aol.com>

To: Delia Isvoranu

Sent: Mon Jun 23 19:29:16 2008

Subject: Re: 3:07-cv-05756-SI Johnson v. Chevron Corporation

Delia,

1 I'm unavailable before 6:00 p.m. on both of the days below. After July 1, 2008, I will be
2 able to have telephonic meet and confers during the day depending on other matters
3 that I will be working on. Please advise if you are available after 6:00 p.m. on either of
the days. Samuel.

4 In a message dated 6/23/2008 5:18:46 P.M. Pacific Daylight Time,
5 disvoranu@filicebrown.com writes:

6 Samuel,
7 Unfortunately, I am not available tonight. I am available tomorrow or Wednesday
before 6. Please let me know your preference.

8 Best,

9 Delia
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

EXHIBIT B

Subject: Case No. C 07-05756 SI Johnson v. Chevron Corporation

Date: 6/28/2008 6:53:25 P.M. Pacific Daylight Time

From: BlakVIII

To: disvoranu@filicebrown.com

Delia,

I'm in receipt of the four boxes of documents that were produced to me on today. In reviewing the privilege log I noticed that you are withholding the following documents and request that you produce them to me immediately without delay. As you are aware, the parties are currently having a discovery dispute over certain personnel files, etc. due to defendants contention that this materials are either confidential or private. As stated in an previous email, the parties have until Friday, July 4, 2008, to resolve such a discovery dispute or I will refer the matter to Judge Spero and request for full briefing on the matter, file a motion to compel as well as request for sanctions. Please further note that in early emails pertaining to filing a motion to compel responses to Interrogatories, Set One propounded on Defendants CEMC and CVX was a typo and/or mistake. I was dealing with my two children who distracted me while I was preparing the email.

With the above, in mind, the following documents that appear on the privilege log I request that defendants produce to me immediately:

CVX002369-2372 - Selection record for 50057857. Privilege asserted is privacy. This is apart of my personnel file and such should be produced. If there are other employees listed on the selection record, defendants should produce that as well as the confidential and privacy rule is waived in litigation. Such has already been communicated to you as well as I provided a quote from an authority.

CVX002354-2356 - Chares James calendar. Privileged asserted privacy. See above for reasons this document should be produced.

1 CVX012834 - Selection Record for 50097017. Privileged asserted is privacy. See above for
2 reasons this document should be produced.

3 CVX010993. Unless you provide the author, recipient and/or person that was CC you must
4 produce this document.

5 Finally, as it pertains to your disclaimer at page 5, such does not provide you with the relief that
6 you seek. Your client has had well over a year to review, and review again all of these
7 materials. That is more than enough time to double check to determine if any privileged
8 documents were contained in the document production. Given such, a blanket disclaimer does
9 nothing for you.

10 Enclosing, please provide me with an answer this email as soon as possible. Thanks and take
11 care for now. Samuel.

12
13
14
15
16 Gas prices getting you down? Search AOL Autos for fuel-efficient used cars.

EXHIBIT C

SAMUEL BERNARD JOHNSON III

**4420 Abruzzi Circle
Stockton, California 95206
(209) 470-2822 – Cellular**

June 30, 2008

Delia A. Isvoranu, Esq.

FILICE BROWN EASSA & MCLEOD LLP

1999 Harrison Street, 18th Floor

Oakland, California 94612

Re: *Samuel Bernard Johnson III v. Chevron Corporation, et al.*, United States District Court,
Northern District of California, San Francisco Division, Case No. C 07-05756 SI (JSC)

Dear Delia:

I write in response to Filice Brown Eassa & McLeod, LLP, (hereinafter referred to as “Counsel for Chevron”) and Defendants Chevron Corporation and Chevron Environmental Management Company, (collectively referred to as the “Chevron Defendants”) not being in compliance with Federal Rules of Civil Procedure 34 as it pertains to Plaintiff’s Request for Production of Documents, Set One. As you are clearly aware, Counsel for Chevron and the Chevron Defendants are required pursuant to Rule 34 to provide all responsive documents within thirty (30) days from date of service to Samuel Bernard Johnson III, (hereinafter referred to as “Plaintiff Johnson”). *See* FRCivP Rule 34(2)(A).¹ Counsel for Chevron and the Chevron Defendants failure to comply with Rule 34(2)(A) is clear and unambiguous. Counsel for Chevron and the Chevron Defendants have also raised a baseless objection to withhold relevant discovery that will lead to admissible evidence on the grounds of a confidentiality and/or privacy rule. As referenced in numerous legal authorities, the confidentiality and privacy rule is waived in matters involving litigation. A simple search conducted through any legal reference source would have revealed such as well as an attorney experienced in the law would have known such.

¹ Chevron Defendants responses to Plaintiff’s Request for Production of Documents, Set One were due on June 18, 2008.

1 In a June 28, 2008, email, I advised you that Counsel for Chevron had until Friday, July
 2 4, 2008, to resolve the discovery dispute with Plaintiff Johnson or I would file a letter with Judge
 3 Spero informing him that I wanted to have a full briefing on this matter in the form of a motion
 4 to compel, request for sanctions and any other relief that Judge Spero felt was appropriate. I
 5 draw your attention to the Court's Docket #29, wherein Judge Spero does not state that the
 6 parties have to have a meet and confer pertaining to a discovery dispute. Judge Spero simply
 7 stated that a three (3) page letter shall be provided to him and within five (5) days an opposition
 8 to such in the form of a three (3) page letter shall be filed with the Court. Judge Spero then goes
 9 on to state that he will then advise the parties on his decision and/or how he will handle such a
 10 discovery dispute *Id.*

11 While I have stated in previous emails and in a telephonic conference call on Thursday,
 12 June 25, 2008, that I would provide Counsel for Chevron with my legal authorities that support
 13 my argument that Counsel for Chevron and the Chevron Defendants must produce the above-
 14 referenced discovery. With such in mind, please further note that I'm under no obligation to
 15 take the time to prepare a full motion to compel in a letter *only* to you to state my position as
 16 well as my legal arguments. Such should be directed to the Court for a proper review and ruling.

17 As it pertains to the above, I believe that I have already provided Counsel for Chevron
 18 and the Chevron Defendants with enough supporting information for you to ascertain that
 19 Counsel for Chevron and the Chevron Defendants *must* produce all discovery that was withheld
 20 on the basis of a confidentiality and/or privacy rule. I refer you to my June 25, 2008, email
 21 wherein I stated the following:

22 Delia,

23 While I thought I was going to go to sleep on this one, it is you who have
 24 not provided one single legal authority to support your position to
 25 withhold relevant discovery that will clearly lead to admissible evidence
 26 in this action. I refer you to your Roggs wherein you put forth
 27 *Allahverdi v. Regents of University of New Mexico*, 228 F.R.D. 696,
 28 698 (D. New Mex. 2005) to object as well as not to respond to the
 Roggs. Again, provide me with your legal authority so that I may review
 such. At such time, I'll be more than happy to prove to you that you are

1 just outright wrong in withholding written and responsive documents to
2 the discovery that I propounded. I'm a little tired of you telling me how
3 to prepare my own case or what I can do and what I cannot do.

4 As stated to you before, the confidentiality and privacy rule that you hold
5 dear to, to withhold relevant discovery that will clearly lead to
6 admissible evidence is mute in matters wherein litigation is concerned
7 as, "even if the requested document in defendants' personnel files are
8 protected by defendants' privacy right, that right may, nevertheless, be
9 invaded for litigation purposes".

10 Given the above, please provide me with all of your legal authorities. I
11 plan on filing the letter with Judge Spero shortly, request for full briefing
12 on this matter as well as sanctions. You really have wasted a lot of my
13 time and I do not appreciate such Delia. By the way, the above was
14 taken from a legal authority. Samuel.

15 As it pertains to the aforementioned, Counsel for Chevron and the Chevron Defendants
16 cannot withhold relevant discovery that will clearly lead to admissible evidence, cannot withhold
17 discovery due to Counsel for Chevron and the Chevron Defendants own fault in not directly
18 asking Plaintiff Johnson for an extension and cannot withhold relevant discovery when a
19 protective order provides the proper mechanism in order to shield any such *alleged*
20 confidentiality and/or privacy rule. Given such, I request that Counsel for Chevron and the
21 Chevron Defendants immediately produce without further delay the below-referenced discovery
22 to Plaintiff's Request for Production of Documents, Set One to Defendant Chevron
23 Environmental Management Company, Set One:

- 24 1. All discovery pertaining to Request for Production of Documents #10;
- 25 2. All discovery pertaining to Request for Production of Documents #11;
- 26 3. All discovery pertaining to Request for Production of Documents #12;
- 27 4. All discovery pertaining to Request for Production of Documents #13;
- 28 5. All discovery pertaining to Request for Production of Documents #14;
6. All discovery pertaining to Request for Production of Documents #15;
7. All discovery pertaining to Request for Production of Documents #18;
8. All discovery pertaining to Request for Production of Documents #19;
9. All discovery pertaining to Request for Production of Documents #20;
10. All discovery pertaining to Request for Production of Documents #21;
11. All discovery pertaining to Request for Production of Documents #25;
12. All discovery pertaining to Request for Production of Documents #29;
13. All discovery pertaining to Request for Production of Documents #31;

14. All discovery pertaining to Request for Production of Documents #32;
15. All discovery pertaining to Request for Production of Documents #33; and
16. All discovery pertaining to Request for Production of Documents #34.\

As it pertains to Plaintiff's Request for Production of Documents, Set One to Defendant Chevron Environmental Management Company, Counsel for Chevron and the Chevron Defendants have failed to provide the requested discovery stating that Plaintiff Johnson did not provide them with an extension so you will provide the discovery when you want to (paraphrased). Such is in non compliance with Federal Civil Procedure Rule 34(2)(A), which states that the responding party must provide requested discovery within thirty (30) days from the date of service. By way of this letter, if the below referenced discovery is not produced to me by Friday, July 4, 2008, then I will seek leave from the Court to compel Counsel for Chevron and the Chevron Defendants to produced the requested discovery as well as request for sanctions for non-compliance with Rule 34. Given the aforementioned, it is my belief that Counsel for Chevron and the Chevron Defendants have not produced the following discovery that is responsive to Plaintiff's Request for Production of Documents, Set One.

1. All discovery pertaining to Request for Production of Documents #2;
2. All discovery pertaining to Request for Production of Documents #3;
3. All discovery pertaining to Request for Production of Documents #4;
4. All discovery pertaining to Request for Production of Documents #6;
5. All discovery pertaining to Request for Production of Documents #7;
6. All discovery pertaining to Request for Production of Documents #8;
7. All discovery pertaining to Request for Production of Documents #22;
8. All discovery pertaining to Request for Production of Documents #23;
9. All discovery pertaining to Request for Production of Documents #24;
10. All discovery pertaining to Request for Production of Documents #25;
11. All discovery pertaining to Request for Production of Documents #26;
12. All discovery pertaining to Request for Production of Documents #27;
13. All discovery pertaining to Request for Production of Documents #28; and
14. All discovery pertaining to Request for Production of Documents #35.

Plaintiff Johnson further requests that Counsel for Chevron and the Chevron Defendants produced documents responsive to Plaintiff's Request for Production of Documents, Set One on Defendant Chevron Environmental Management Company. Plaintiff Johnson further brings to

Counsel for Chevron and the Chevron Defendants attention that they cannot withhold discovery that will reasonably lead to admissible evidence in this action. For these reasons and these reasons alone, Counsel for Chevron and the Chevron Defendants are requested to immediately produce the below-referenced discovery to Plaintiff's Request for Production of Document to Defendant Chevron Environmental Management Company, Set One:

1. All discovery pertaining to Request for Production of Documents #5; and
2. All discovery pertaining to Request for Production of Documents #9.

As it pertains to Plaintiff's Request for Production of Documents, Set One to Defendant Chevron Corporation, Counsel for Chevron failed to provide the requested discovery stating that Plaintiff Johnson did not provide you with an extension so you will provide the discovery when you want to (paraphrased). Such is in non compliance with Federal Civil Procedure Rule 34, which states that the responding party must provide requested discovery within thirty (30) days from the date of service. By way of this letter, if the below referenced discovery is not provided to Plaintiff Johnson by Friday, July 4, 2008, then I will seek leave from the Court to compel that the discovery be produced as well as request for sanctions for non-compliance with Rule 34. It is my belief that Counsel for Chevron and the Chevron Defendants have not produced the following discovery that is responsive to Plaintiff's Request for Production of Documents, Set One.

1. All discovery pertaining to Request for Production of Documents #1;
2. All discovery pertaining to Request for Production of Documents #2;
3. All discovery pertaining to Request for Production of Documents #3;
4. All discovery pertaining to Request for Production of Documents #11;
5. All discovery pertaining to Request for Production of Documents #12;
6. All discovery pertaining to Request for Production of Documents #13;
7. All discovery pertaining to Request for Production of Documents #14;
8. All discovery pertaining to Request for Production of Documents #18;
9. All discovery pertaining to Request for Production of Documents #21;
10. All discovery pertaining to Request for Production of Documents #22;
11. All discovery pertaining to Request for Production of Documents #26;
12. All discovery pertaining to Request for Production of Documents #28;
13. All discovery pertaining to Request for Production of Documents #29;
14. All discovery pertaining to Request for Production of Documents #33; and
15. All discovery pertaining to Request for Production of Documents #34.

1 If Counsel for Chevron and the Chevron Defendants believe that they have produced the
2 above-referenced discovery, then Plaintiff Johnson requests that Counsel for Chevron and the
3 Chevron Defendants provide a letter (index) directing Plaintiff Johnson to where the requested
4 discovery is located at in the discovery that was produced on June 27, 2008. Such a letter is to
5 be provided to Plaintiff Johnson by Monday, July 8, 2008. After which, this discovery dispute
6 will be directed to Judge Spero to resolve.

7 I also want to address the fact that I never agreed to a rolling document production
8 regarding Plaintiff's Request for Production of Documents to Defendants Chevron Corporation
9 and Chevron Environmental Management Company. Counsel for Chevron has referenced or
10 eluded to such in telephone conference calls and in emails. Given such, that places Counsel for
11 Chevron and the Chevron Defendants in further non-compliance of Rule 34.

12 Counsel for Chevron and the Chevron Defendants continued failure to respond to
13 discovery because you were not provided with an extension (you failed to directly seek such an
14 extension from Plaintiff Johnson) does not excuse Counsel for Chevron and the Chevron
15 Defendants from their responsibility to comply with Rule 34. With that said, I look forward to
16 resolving the discovery dispute by the deadline as referenced above or this matter shall be
17 referred to Judge Spero for full briefing and a proper ruling.

18 I also want to address that the fact that I requested to see if the parties could stipulate to
19 move the April 2009, trial date out. Plaintiff Johnson seeks discovery on several matters in order
20 to properly prove the claims that I have asserted in this action. As you are aware, I will be re-
21 propounding the Plaintiff's Interrogatories, Set One on the Chevron Defendants as I included
22 subparts that exceeded the limitations of Rule 33. Likewise, you cited legal authority and stated
23 in your written responses that you would not answer one Interrogatory. To rectify this matter, I
24 have re-propounded Interrogatories, Set One which have now been called Interrogatories Set 2-3
25 to the Chevron Defendants. Those written responses are due on July 28 and July 30, 2008,
26 respectively.

1 I also want to address the fact that the parties discussed during the Thursday, June 26,
2 2008, telephonic conference call my concerns about re-propounding Interrogatories, Set One to
3 the Chevron Defendants and the impending September 2008, discovery cut-off date. During this
4 telephonic conference call my concern in re-propounding Interrogatories, Set One on almost a
5 daily to weekly basis was that Counsel for Chevron and the Chevron Defendants would object on
6 the grounds of harassment, burdensome, etc. The parties discussed the fact that Counsel for
7 Chevron would only provide legitimate objections outside of objecting on the grounds of
8 harassment, burdensome, etc. Please confirm for me that this is your understanding of what took
9 place during the Thursday, June 26, 2008, telephonic conference call.

10 As stated above, I request that the parties stipulate to move the April 2009, trial date out
11 so that proper discovery, including depositions can take place. I further request that you provide
12 me with a formal response to this request as soon as possible. If the parties are unable to
13 stipulate to such, then I will file the necessary pleadings with the Court in order to obtain a
14 proper ruling on this matter.

15 I now draw your attention to a document that was filed under seal with the Court
16 pertaining to my two (2) minor children. You have produced that document in the June 27,
17 2008, document production. As stated in a June 28, 2008, email I request that Counsel for
18 Chevron re-label that document as being "HIGHLY CONFIDENTIAL" pursuant to the
19 provisions of the Protective Order. The document in question is CVX002332-2333. I also
20 request that Counsel for Chevron re-label any other documents pertaining to my two (2) minor
21 children that were produced in the Chevron Defendants June 27, 2008, document production as
22 "HIGHLY CONFIDENTIAL" Likewise, any further communications in emails pertaining to my
23 HIV/AIDS status, I request that the parties refer to such as being "confidential medical
24 condition". In keeping with this subject matter, any documents that were produced in the
25 Chevron Defendants June 27, 2008, document production pertaining to my confidential medical
26 condition, I request as what I previously requested in the past, that such documents be labeled as
27 "HIGHLY CONFIDENTIAL – ATTORNEYS EYES ONLY".
28

1 With the above, in mind, the following documents that appear on the privilege log I
2 request that defendants produce to me immediately:

3 CVX002369-2372 - Selection record for 50057857. Privilege asserted is privacy. This is
4 a part of my personnel file and such should be produced. If there are other employees listed on
5 the selection record, defendants should produce that without redacting certain information as
6 well as the confidential and privacy rule is waived in litigation. Such has already been
7 communicated to you as well as I provided a quote from a legal authority that supports this
8 request.

9 CVX002354-2356 - Chares James calendar. Privileged asserted privacy. *See above* for
10 reasons this document should be produced without redactions.

11 CVX012834 - Selection Record for 50097017. Privileged asserted is privacy. *See above*
12 for reasons this document should be produced without redactions.

13 CVX010993. Unless you provide the author, recipient and/or person that was CC you
14 must produce this document.

15 I noticed that you have the production date of July 10, 2008, as it pertains to any
16 subpoenas that you have issued to my former and current employer's. Please note that such a
17 date did not properly afford me with enough time to object by filing any motions to quash or
18 modify the subpoenas. On today, I accepted service for a subpoena to the California Public
19 Utilities Commission. I was somewhat shocked that this occurred given the fact that you had
20 informed me that none of the subpoenas had been served as of yet when I raised concerns
21 regarding the time-period in which you were seeking medical records from Kaiser PMG
22 Stockton and Hayward for any work related injuries. My concern was that your subpoenas
23 exceeded the scope and time-frame of this action. After raising such concerns, you informed me
24 that you would have the subpoenas changed to only request records during the time period I was
25 employed for the Chevron Defendants. I request by way of this letter that you provide me with
26 another copy of the subpoenas seeking work related injuries from Kaiser PMG Stockton and
27 Hayward or I will move to quash these subpoenas on next week.

1 I also noticed that I'm missing CVX000001-002329 from the June 27, 2008, document
2 production. By way of this letter I request that you explain why these documents were not
3 produced to me on June 27, 2008. Without such a valid explanation, I request that Counsel for
4 Chevron and the Chevron Defendants immediately produce these documents without further
5 delay. Enclosing, I request that when you supplement your responses to Plaintiff's
6 Interrogatories, Set One that you withdraw all objections to the terms of "EMPLOYEE" or
7 "PERTAINING TO". You have previously stated in our June 26, 2007, telephonic conference
8 call this was not Counsel for Chevron and the Chevron Defendants basis for withholding and/or
9 not providing responsive documents to certain requests for production of documents. Since that
10 is the case, Counsel for Chevron and the Chevron Defendants should withdraw these objections.
11 With that said, I look forward to resolving all of these issues regarding discovery by Friday, July
12 4, 2008.

13 Very truly yours,

14
15 /s/
16

17 Samuel Bernard Johnson III
18

19 Cc: Robert D. Eassa, Esq.
20
21
22
23
24
25
26
27
28

EXHIBIT D

Subject: Re: Fw: Samuel Johnson v. Chevron, 7/2/08 Letter to Johnson

Date: 7/3/2008 7:57:52 P.M. Pacific Daylight Time

From: BlakVIII

To: disvoranu@filicebrown.com

Delia,

I have received reviewed your letter and will respond to it. Basically, I'm filing my letter with the Judge Spero to inform him that the parties have had a meet and confer on June 25, 2008. You stated you would provide to me your authorities in your letter and refuse to do such. Yet, you continue to ask me to provide you with your authorities. Judge Spero will not return to the Court until July 16, 2008. As it pertains to my deposition. On June 25, 2008, by way of email you asked me to provide you with dates in late August/early September 2008 for my deposition. I informed you that I started my new job on July 1, 2008, and would get back with you. As it pertains to my availability to have my deposition taken, my position still has not changed as I do know what I will be working on. You are welcome to notice my deposition and I will advise you that I will be unavailable due to work commitments, if such has been determined after I find more information or you can wait until I meet with my superior and get back to you. It is your choice.

Likewise, I'm unable to notice any depositions of the employees until such time that the discovery dispute has been resolved. This will impact the trial date. Take care. Samuel.

EXHIBIT E

SAMUEL BERNARD JOHNSON III

**4420 Abruzzi Circle
Stockton, California 95206
(209) 470-2822 – Cellular**

July 31, 2008

Delia A. Isvoranu, Esq.

FILICE BROWN EASSA & MCLEOD LLP

1999 Harrison Street, 18th Floor
Oakland, California 94612

Re: *Samuel Bernard Johnson III v. Chevron Corporation, et al.*, United States District Court,
Northern District of California, San Francisco Division, Case No. C 07-05756 SI (JCS)

Dear Ms. Isvoranu:

I'm in receipt of your Defendants Chevron Corporation and Chevron Environmental Management Company's responses to Plaintiff Johnson's Request for Admissions, Set One. Your responses are unacceptable. Rule 36, clearly states that you are to answer Request for Admissions fully and honestly, without putting forth objections where such is not warranted. (paraphrased). Rule 36 also states that when asked a Request for Admissions you are to admit the portion that is true or deny the portion that is not. (paraphrased). I also would like to draw your attention to the fact that I served both sets of the Requests for Admissions on June 2, 2008. They were due on July 2, 2008. You then requested a two (2) week extension, which meant your responses were due on July 16, 2008. You then requested a one-week extension stating that the discovery that was due on July 18, 2008, could it be due on July 25, 2008. I then sent you a confirming email stating that the discovery would be due on July 25, 2008.

As you are aware, you responded to this discovery on July 28, 2008. By doing such, you have now waived any objections that you put forth in your answers to Plaintiff's Request for Admissions. As it pertains to you and your clients admitting or denying Request for Admissions, I caution you to ensure that you and your clients are providing me with an honest answer to such.

Many of the Requests for Admissions that you and your client denied have correlating documents that support the Request for Admission that I asked. In other words, your response should have been admitted. I refer you to Request for Admission No. 25, wherein I asked the following, "Admit that on July 12, 2006, that Plaintiff Johnson placed a telephone call to DEFENDANT CVX's 800 number and reported that he was being subjected to discriminatory employment practices in DEFENDANT CVX's workplace. You and your clients responded Denied. As stated above, there are supporting handwritten notes that clearly show I called Defendant CVX's 800 number and reported discriminatory and retaliatory employment practices on July 12, 2006.

In anticipation for taking depositions in this action, I'm providing you with a list of employees that I would like to have their depositions taken:

1. Debbie Wong;
2. Sellers (Fee) Stough;
3. Kathryn Gallacher;
4. Catherine Drew;
5. Susan J. Solger;
6. Thomas Wyne;
7. Shar'ron Smith (I also request by way of this email that you provide me with Mr. Smith's last known address and telephone number, since you state you are unable to provide any answers to the Requests for Admissions as Mr. Smith is a third party);
8. Harald Smedal;
9. Robert Schmitt;
10. Daniel Rocha;
11. Veronica Jones
12. Melanie Gordon;
13. Joyce Tate;
14. Michael Adams;
15. Christine Ellington;
16. Greg Ryan;
17. Corinne Hernandez;
18. Robert Wilkenfield;
19. Krystral Tran;
20. Curtis Peck;
21. Mary Hermansader;
22. Gary A. Yamashita

1 As it pertains to 36(b) depositions, I will be taking the following deposition on these
2 topics:

- 3 1. Chevron Corporation's Human Resources Policies;
- 4 2. Chevron Corporation process for conducting Equal Employment
5 Opportunity Investigations (this includes the mechanism for an employee
6 to report discriminatory and retaliatory conduct in Chevron's workplace,
7 how Chevron handles such a report after it has been reported, what
8 protections are afforded to an employee under Chevron Corporation's
9 Human Resources policies when an employee reports discriminatory and
10 retaliatory employee practices in the work place, even when an employee
11 reasonable believes that he/she is being subjected to such); and
- 12 3. Chevron Corporation's Employee Disciplinary Process, (this includes how
13 Chevron Corporation places an employee on a Performance Improvement
14 Plan, what is Chevron Corporation's process as it pertains to recording
15 discussions with employee's as it relates to an employee's work
16 performance or any other work related concern/issue)
- 17 4. Chevron Corporation's Ombudsman Program, (which includes how
18 employees report concerns/issues to such, what is the process in releasing
19 employee's records to Human Resources when a Chevron Corporation
20 EEO investigation has been requested by an employee, what does Chevron
21 Corporation's Ombudsman Program do when an employee reports
22 discriminatory and retaliatory employment practices to it in the
23 workplace).

24 As it pertains to item 1-4 above, which are the 36(b) depositions, if these topics can
25 be accomplished by one 36(b) deposition, then I welcome such. However, if such cannot be
26 accomplished by one deposition, then I guess I will be taking more than one 36(b) deposition.

27 As stated in the Joint Case Management Conference Statement, I plan to take some if
28 not all of the depositions on a Saturday. Likewise, I request to know if your office will be
available as the location to have all depositions taken in this action. If not, I'll secure space for
depositions for the ones that I would like to take at another location. As stated in recent filings
with the Court, there exist several discovery disputes before Judge Spero. One seems to have
been resolved is the Pacific Gas & Electric Corporation subpoena.

However, I wait to discuss with you the scope of the new subpoena in order not to have

1 to go through the same process of you raising objections. The other discovery dispute pertains to
2 employment records that I have requested of several personnel files pertaining to Chevron
3 Corporation's employees. Based off Judge Spero's recent order, I will be filing a full motion to
4 compel you and your client to produce this discovery. Such will e filed with the Court by this
5 coming Monday, August 4, 2008, so that this discovery dispute can be properly heard.

6 As it pertains to all of the handwritten notes in this action, please confirm for me that
7 Catherine Drew and Kathryn Gallacher are the authors of such. I was informed of this when I
8 asked the same question in the Workers' Compensation matter. Given such, please confirm.

9 On a final note, I may be updating my list of employee depositions. As stated in the Joint
10 Case Management Conference statement, I maybe able to take care of two (2) depositions in one
11 day. Should you have any additional questions regarding this matter, please do not hesitate to
12 contact me at the above-referenced telephone number and/or address.

13 Very truly yours,

14
15
16 Samuel Bernard Johnson III
17

18 Enclosures
19

20 Cc: Robert D. Eassa, Esq.
21
22
23
24
25
26
27
28

EXHIBIT F

Selection Record GO-1036

Attention Nora Rodriguez Date 06/17/05**Confidential**

Open Position Requisition Number 50097017		Position Title Procurement Specialist		Pay Scale Group 20 - 21	
Company EMC	AAP Code	EEO Code	Department Business Services	Division Contract Administration	Location San Ramon, CA

Instructions for completing this form are indicated in each of the three sections.

Please list all candidates for this open position. Then complete the balance of the form. If you have questions about any part of the process, please call the HR Employment, Selection and Compliance Group. **NOTE: Obtain the above AAP and EEO codes from the Affirmative Action Plan Information communication emailed to you (when the job requisition opened and closed) from the HR Employment and Selections group.**

I. Candidate Slate: The persons listed below are candidates for your open position. Indicate the method/source which identifies each candidate. If you interview a candidate, put a check (✓) in the Interviewed column next to that name. If you do not interview them, briefly cite job-related reasons for your decision. Also, include reason why an interviewed candidate was not selected. Please indicate race and gender for external candidates only. (Refer to last page of this form for instructions on obtaining this data.)

	Source (Internal or External)	Race (external candidates only - use choices listed in drop-down menu)	Gender (external candidates only - use choices listed in drop-down menu)	Name	Interviewed		Reason Not Interviewed and/or Not Selected (use reasons listed in drop-down menu)
					Via Phone	On Site	
1.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
2.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
3.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
4.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Candidate Voluntarily Withdrew from Process
5.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
6.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
7.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
8.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
9.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
10.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
11.	External (E)	Black	Female		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
12.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
13.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
14.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
15.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
16.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
17.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
18.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
19.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
20.	External (E)	Black	Male		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
21.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria

REJECTED

ID	Source (Internal or External)	Race (external candidates only use choices listed in drop down menu)	Gender (external candidates only use choices listed in drop-down menu)	Name	Interviewed		Reason Not interviewed and/or Not Selected (use reasons listed in drop-down menu)
					Via Phone	On- Site	
22.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
23.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
24.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
25.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
26.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
27.	External (E)	Black	Male	Samuel Johnson	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Candidate Selected
28.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
29.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
30.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
31.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
32.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
33.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
34.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
35.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
36.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
37.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
38.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
39.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
40.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
41.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
42.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria

REFLECTED

	Source (Internal or External)	Race (external candidates only - use choice listed in drop-down menu)	Gender (external candidates only - use choice listed in drop-down menu)	Name	Interviewed		Reason Not Interviewed and/or Not Selected (use reasons listed in drop-down menu)
					Via Phone	On- Site	
43.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
44.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Candidate Voluntarily Withdrew from Process
45.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
46.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
47.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
48.	External (E)	Caucasian	Male		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
49.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
50.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
51.	External (E)				<input type="checkbox"/>	<input type="checkbox"/>	Doesn't Meet Selection Criteria
52.	Internal (I)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
53.					<input type="checkbox"/>	<input type="checkbox"/>	
54.					<input type="checkbox"/>	<input type="checkbox"/>	
55.					<input type="checkbox"/>	<input type="checkbox"/>	
56.					<input type="checkbox"/>	<input type="checkbox"/>	
57.					<input type="checkbox"/>	<input type="checkbox"/>	
58.					<input type="checkbox"/>	<input type="checkbox"/>	
59.					<input type="checkbox"/>	<input type="checkbox"/>	
60.					<input type="checkbox"/>	<input type="checkbox"/>	
61.					<input type="checkbox"/>	<input type="checkbox"/>	
62.					<input type="checkbox"/>	<input type="checkbox"/>	
63.					<input type="checkbox"/>	<input type="checkbox"/>	

REDACTED

	Source (Internal or External)	Race (external candidates only - use choice listed in drop-down menu)	Gender (external candidates only - use choice listed in drop-down menu)	Name	Interviewed		Reason Not Interviewed and/or Not Selected (use reasons listed in drop-down menu)
					Via Phone	On- Site	
64.					<input type="checkbox"/>	<input type="checkbox"/>	
65.					<input type="checkbox"/>	<input type="checkbox"/>	
66.					<input type="checkbox"/>	<input type="checkbox"/>	
67.					<input type="checkbox"/>	<input type="checkbox"/>	
68.					<input type="checkbox"/>	<input type="checkbox"/>	
69.					<input type="checkbox"/>	<input type="checkbox"/>	
70.					<input type="checkbox"/>	<input type="checkbox"/>	
71.					<input type="checkbox"/>	<input type="checkbox"/>	
72.					<input type="checkbox"/>	<input type="checkbox"/>	

ChevronTexaco Corporation Selection MatrixRequisition Number 50097017Position Title Procurement Specialist

In the left hand column list the criteria you will be evaluating candidates, i.e., experience, knowledge, skills, ChevronTexaco Way Behaviors. These criteria should relate to those you originally specified. Make brief notes under each candidate's name to evaluate their relative qualifications on each factor. (Page 4 offers space for additional candidates.)

Formatted: Bullets and Numbering

*NOTE: You should retain all detailed interview notes for your records in case of an audit or litigation.

		Candidate Name B	Candidate Name Samuel Johnson	Candidate Name R	Candidate Name S
Ship Skills/Strategic Thinking	22.5%	225	157.5	315	247.5
UNIFICATION SKILLS	22.5%	315	112.5	180	247.5
Anal/Problem Solving Skills	12.5%	100	125	137.5	162.5
Work/Customer Focus	12.5	150	75	112.5	112.5
Administration Experience	11.5	80.5	103.5	69	92
Improvement	10.5	73.5	94.5	126	115.5
W/eProcurement Experience	8.0	152	120	72	48
Score	100%	1096	788	1012	1025.5

REDACTED

Notes and Other Considerations as appropriate: (e.g., selected candidate was surplus)

Interview Team Members: Debbie Wong, Brett Hunter, Penny Tse-Fottrell, Ramiro Canto

Selected Candidate: Samuel Johnson

Reason for Selection: Scored lowest using selection criteria. (In our model, the lowest score is the best score)

*Key to Relative Weight of Selection Criteria Using a 10 Point Scale:	**Level of Expertise (Candidate/Selection Team)	
C = Critical = 10, 9 or 8	10, 9, or 8: Comprehensive / Very Proficient	Sought out by others as a resource. Consistently and effectively demonstrates this competency in complex applications (e.g. is capable of training others)
I = Important = 7, 6, 5, or 4	7, 6, 5, or 4: General / Proficient	Regularly demonstrates this competency in routine work and demonstrates occasionally in complex applications. (e.g. applies trained learning routinely in work)
D = Desired = 3, 2, or 1	3, 2, or 1: Limited / Somewhat Proficient	Demonstrates this competency occasionally or in limited applications (e.g. has taken training but has not applied on the job)
	0 = Not Demonstrated	Candidate has not demonstrated selection criteria skill.

ChevronTexaco Corporation Selection Matrix

Requisition Number 50097017

Position Title Procurement Specialist

ADDITIONAL CANDIDATES

Candidate Name Candidate Name Candidate Name Candidate Name

S

Criteria	Weight	Score	Candidate Name	Candidate Name	Candidate Name	Candidate Name
Relationship Skills/Strategic Thinking	22.5%	292.5	REDACTED			
COMMUNICATION SKILLS	22.5%	270				
Technical/Problem Solving Skills	12.5%	125				
Work/Customer Focus	12.5%	137.5				
Cost Administration Experience	11.5%	115				
Quality Improvement	10.5%	115.5				
Willingness/Procurement Experience	8.0	48				
Score		1103.5				

ChevronTexaco Corporation Selection Matrix

Requisition Number

Position Title

ADDITIONAL CANDIDATES

Candidate Name Candidate Name Candidate Name Candidate Name

Criteria	Weight	Score	Candidate Name	Candidate Name	Candidate Name	Candidate Name

EXHIBIT G

REDACTED

Roger

Submit to Expat group
to get re-invested

Regular expenses

at least

Pat Bush

or [unclear]

Debbie Konvick

★ 209.982-4873

[7]

5604

For 243-
510- 645-7

~~Do not~~

Employee matters are confidential 217(j)
& will not be shared w/ others

Investigation is confidential
Can discuss his issues, but can
not discuss any other information

EXHIBIT H

Selection Record GO-1036

Attention _____

Date 11/23/05

Confidential

Open Position Requisition Number
1057857Position Title
Supervisor, Contract AdministrationPay Scale Group
22 -Company
EMCAAP Code
AAEEO Code
CWDepartment
Business Services

Division

Location
San Ramon

Instructions for completing this form are indicated in each of the three sections.

Please list all candidates for this open position. Then complete the balance of the form. If you have questions about any part of the process, please call the HR Employment, Selection and Compliance Group. **NOTE: Obtain the above AAP and EEO codes from the Affirmative Action Plan Information communication emailed to you (when the job requisition opened and closed) from the HR Employment and Selections group.**

Candidate Slate: The persons listed below are candidates for your open position. Indicate the method/source which identifies each candidate. If you interview a candidate, put a check (✓) in the interviewed column next to that name. If you do not interview them, briefly cite job-related reasons for your decision. Also, include reason why an interviewed candidate was not selected. Please indicate race and gender for external candidates only. (Refer to last page of this form for instructions on obtaining this data).

Source (Internal or External)	Race (external candidates only - use choices listed in drop-down menu)	Gender (external candidates only - use choices listed in drop-down menu)	Name	Interviewed		Reason Not Interviewed and/or Not Selected (use reasons listed in drop-down menu)
				Via Phone	On-Site	
External (E)	Black	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
Internal (I)	Caucasian	Male		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Candidate Voluntarily Withdrew from Process
Internal (I)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
Internal (I)			Samuel Johnson	<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
Internal (I)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
Internal (I)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	Candidate Selected
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Black	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Unknown			<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Caucasian	Female		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Female		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown			<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown			<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Unknown	Female		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Hispanic	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other

REDACTED

CONFIDENTIAL

CVX 002369

	Source (Internal or External)	Race (external candidates only use choices listed in drop-down menu)	Gender (external candidates only use choices listed in drop-down menu)	Name	Interviewed		Reason Not Interviewed and/or Not Selected (use reasons listed in drop-down menu)
					Via Phone	On Site	
22.	External (E)	Unknown	Female	REDACTED	<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
23.	External (E)	Hispanic	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
24.	External (E)	Unknown	Male		<input type="checkbox"/>	<input checked="" type="checkbox"/>	Did not Match Job Requirements as Closely as Other
25.	External (E)	Unknown			<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
26.	External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
27.	External (E)	Unknown	Female		<input type="checkbox"/>	<input type="checkbox"/>	Did not Match Job Requirements as Closely as Other
28.	External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
29.	External (E)	Unknown	Male		<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
30.	External (E)	Unknown			<input type="checkbox"/>	<input type="checkbox"/>	Lacks Specific Skill(s)
31.					<input type="checkbox"/>	<input type="checkbox"/>	
32.					<input type="checkbox"/>	<input type="checkbox"/>	
33.					<input type="checkbox"/>	<input type="checkbox"/>	
34.					<input type="checkbox"/>	<input type="checkbox"/>	
35.					<input type="checkbox"/>	<input type="checkbox"/>	
36.					<input type="checkbox"/>	<input type="checkbox"/>	
37.					<input type="checkbox"/>	<input type="checkbox"/>	
38.					<input type="checkbox"/>	<input type="checkbox"/>	
39.					<input type="checkbox"/>	<input type="checkbox"/>	
40.					<input type="checkbox"/>	<input type="checkbox"/>	
41.					<input type="checkbox"/>	<input type="checkbox"/>	
42.					<input type="checkbox"/>	<input type="checkbox"/>	
43.					<input type="checkbox"/>	<input type="checkbox"/>	
44.					<input type="checkbox"/>	<input type="checkbox"/>	
45.					<input type="checkbox"/>	<input type="checkbox"/>	
46.					<input type="checkbox"/>	<input type="checkbox"/>	
47.					<input type="checkbox"/>	<input type="checkbox"/>	
48.					<input type="checkbox"/>	<input type="checkbox"/>	
49.					<input type="checkbox"/>	<input type="checkbox"/>	
50.					<input type="checkbox"/>	<input type="checkbox"/>	
51.					<input type="checkbox"/>	<input type="checkbox"/>	
52.					<input type="checkbox"/>	<input type="checkbox"/>	
53.					<input type="checkbox"/>	<input type="checkbox"/>	
54.					<input type="checkbox"/>	<input type="checkbox"/>	
55.					<input type="checkbox"/>	<input type="checkbox"/>	
56.					<input type="checkbox"/>	<input type="checkbox"/>	

ChevronTexaco Corporation Selection Matrix

Position Requisition Number 50057857Position Title Supervisor, Contract Administration

II. In the left hand column list the criteria you will be evaluating candidates, i.e., experience, knowledge, skills, ChevronTexaco Way Behaviors. These criteria should relate to those you originally specified. Make brief notes under each candidate's name to evaluate their relative qualifications on each factor. (Page 4 offers space for additional candidates.) *NOTE: You should retain all detailed interview notes for your records in case of an audit or litigation. The retention period is 6 years required by Policy 566 Information Retention

Criteria	RI*	Candidate Name D	Candidate Name T	Candidate Name M	Candidate Name S
LEADERSHIP	C	WITHDREW	8.75	7.2	8.6
JOB KNOWLEDGE	C	WITHDREW	7.0	7.4	8.6
ANALYTICAL	I	WITHDREW	8.25	7.4	8.6
TEAMWORK/INTERPERSONAL	I	WITHDREW	8.75	8.2	8.2
PLANNING/ORGANIZATION/RESOURCE MANAGEMENT	C	WITHDREW	7.5	7.8	8.0
COMMUNICATION	I	WITHDREW	8.25	7.4	9.0
TOTAL AVERAGE SCORE			8.1	7.7	8.4

Comments and Other Considerations as appropriate: (e.g., selected candidate was surplus)

Selection Team Members: Debbie Wong, Doug Holmes, Bob Wilkenfeld, Lucinda Jackson, & Harald SmedalSelected Candidate: Susan SolgerReason for Selection: Candidate had overall highest score and most consistent feedback from references - SCORES REFLECT AVERAGE FROM IND. SELECTION MEMBERS

*Key to Relative Weight of Selection Criteria Using a 10 Point Scale:	**Level of Expertise (Candidate/Selection Team)	
C = Critical = 10, 9 or 8	10, 9, or 8: Comprehensive / Very Proficient	Sought out by others as a resource. Consistently and effectively demonstrates this competency in complex applications (e.g. is capable of training others)
I = Important = 7, 6, 5, or 4	7, 6, 5, or 4: General / Proficient	Regularly demonstrates this competency in routine work and demonstrates occasionally in complex applications. (e.g. applies trained learning routinely in work)
D = Desired = 3, 2, or 1	3, 2, or 1: Limited / Somewhat Proficient	Demonstrates this competency occasionally or in limited applications (e.g. has taken training but has not applied on the job)
	0 = Not Demonstrated	Candidate has not demonstrated selection criteria skill.

ChevronTexaco Corporation Selection Matrix

Position Requisition Number 50057857Position Title Supervisor, Contract Administration

ADDITIONAL CANDIDATES

Candidate Name

Candidate Name

Candidate Name

A.

M.

REDACTED

Criteria	RI				
LEADERSHIP	C	6.8	7.2		
JOB KNOWLEDGE	C	7.2	7.8		
ANALYTICAL	I	7.2	6.8		
TEAMWORK/INTERPERSONAL	I	7.6	7.0		
PLANNING/ORGANIZATION/RESOURCE MANAGEMENT	C	6.6	7.0		
COMMUNICATION	I	7.2	7.0		
TOTAL AVERAGE SCORE		7.1	7.1		